

## Message Text

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PAGE 01 HONG K 03212 130818Z

ACTION COME-00

INFO OCT-01 EA-12 ISO-00 EB-08 /021 W

-----087404 130819Z /13

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FM AMCONSUL HONG KONG

TO SECSTATE WASHDC PRIORITY 9389

UNCLAS HONG KONG 3212

E.O. 11652: N/A

TAGS: BEXP, HK

SUBJECT: COMPUTERIZED PERSONNEL SYSTEMS

1. COMPUTERIZED PERSONNEL APPLICATION IS VIRTUALLY NON-EXISTENT IN HONG KONG. SOURCES REVEAL THAT ONLY EMPLOYEES' PAYROLL IS CURRENTLY HANDLED BY COMPUTERS AND THEN ONLY BY A VERY LIMITED NUMBER OF FIRMS. REASONS ARE: A.1 RELATIVELY CHEAP CLERICAL LABORN ?. 90 PERCENT OF FIRMS ARE SMALL, AND C. COMPUTERS HAVE ONLY BECOME POPULAR IN THE LAST FIVE YEARS.

2. THERE ARE CURRENTLY NO LAWS THAT WOULD MAKE DESCRIBING EMPLOYEES TO COMPUTER DESIRABLE. HOWEVER, THE HKG IS ENTERTAINING THE IDEA OF CONDUCTING A PRIVACY LAW STUDY IN RELATION TO BUILDING A COMPUTER DATA BANK ON THE POPULATION. IF THE HKG DECIDES TO GO AHEAD WITH THIS PROJECT, IT WILL TAKE AT LEAST FIVE YEARS FOR THE DATA BANK TO BE OPERATIONAL.

3. THERE ARE CURRENTLY NO LAWS IN HK WHICH INHIBIT THE INSTALLATION OF A PERSONNEL DATA SYSTEM. HOWEVER, AS HK IS CLOSELY RELATED TO THE U.K., ANY PRIVACY LEGISLATION PASSED IN THE UK WILL AFFECT HK.

4. THERE ARE NO OTHER FACTORS THAT WOULD INFLUENCE THE PURCHASE OF SOFTWARE FROM A U.S. FIRM. ALL PURCHASES ARE EVALUATED ON THE PRODUCTS' MERITS. THE HK COMPUTER SOFTWARE MARKET IS UNCLASSIFIED

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OPEN AND US FIRMS HAVE DONE WELL HERE. THERE IS NO SCARCITY OF PROGRAMMERS HERE AS EVIDENCED BY 1,300 APPLICATIONS FOR 15 PROGRAMMING POSITIONS WITHIN THE HKG RECENTLY. HOWEVER, IN MORE ADVANCED AREAS SUCH AS DATA BASE PROGRAMMING, THERE WOULD BE A SHORTAGE OF PERSONNEL.

3. THE HKG IS THE LARGEST EMPLOYER WITH MORE THAN 5,000

EMPLOYEES. ITS ICL-2960 COMPUTER HANDLES THE PAYROLL OF 110,000 PERSONS. IN THE PRIVATE SECTOR, THERE ARE ONLY 6 MANUFACTURERS, 1 CONSTRUCTION COMPANY, AND 1 FINANCIAL INSTITUTION WITH MORE THAN 2000 EMPLOYEES.

6. PERSONNEL MANAGEMENT IS RANKED 1 IN A SCALE OF 1 TO 5, ONE BEING THE LOWEST EXECUTIVE PRIORITY.  
SHOESMITH

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## Message Attributes

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